Developing an Indian and Metis Urban Strategy for Manitoba

Honourable James Downey
Minister of Northern and Native Affairs

Manitoba
Northern Affairs

Developing An Indian And Metis Urban Strategy For Manitoba

Prepared for:

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1. Background

The issues of concern with respect to native people in the urban centres in Manitoba is not new as evidenced by numerous efforts that have been undertaken over the past several years. The issues stem from the increasing numbers of Indian and Metis that are moving to the urban centres in pursuit of employment, educational opportunities and health services. They are coming from small communities and Indian reserves located thoughout Manitoba where limited educational and health services are available and there is little or no opportunity for employment. The alternative of welfare is not that inviting and offers little in the way of a future to many people to remain in their home communities.

Many of the youth from the smaller communities and Indian reserves obtain their first exposure and experience with life in the larger urban centres as a result of attending high school, colleges and universities. The education system does provide for a variety of supports to assist the students to adjust to an urban way of life and in this way these people learn many things that equip them to adjust to

life in urban centres, and obtaining productive employment.

In contrast to the youth who follow the educational path, there are many of the youth who have dropped out of the educational system and make the move to urban centres on their own initiative. These people experience the harsh realities of trying to survive in a new environment where employment is difficult to obtain given their skill levels and lack of work experience. Welfare is often the only source of income to these people and as such difficulties are experienced with regards to budgeting limited funds for housing, food, clothing and other necessities of life. In many ways these people find that living on welfare in an urban centre is worse than experienced in their home community and as such many return home to a friendlier environment even though it provides little opportunity. Some of the poeple who remain in the urban centres are fortunate enough to find employment and undertake upgrading of their education and skills and are able to compete with others. Some are less fortunate in terms of gaining employment and in despair turn to the use of drugs, alcohol and other substances which

often leads to family abuse, violence, prosititution, marriage breakdown, criminal activity and subsequently to remand centres, jails and treatment centres.

There are others besides the youth who relocate to urban centres and their experience is similar to that of the youth group - some are successful while others are not.

In recognition of the variety of problems experienced by Indian and Metis people who choose to relocate to urban centres there has over the years been a variety of programs undertaken to assist with this transition. Examples are Friendship Centres, Information Services, Employment Services, Child Care Services, Abuse Centres, Treatment Centres, Training Programs, Educational Services, Language Services, Cultural Centres, and others. These services have been developed in response to the various needs as a result of the interaction of Indian and Metis organizations and the line departments and agencies of governments. These services have not been developed in accordance to any overall plan with

confirmed funding support over the longer run and consequently there is a certain degree of instability associated with this service funding as governments change and program adjustments take place. The existing ad hoc array of activities is perhaps less than is desired in terms of meeting needs. Funding support is distributed amongst a large number of delivery agents and as such there is some question with respect to effectiveness and efficiency of the existing efforts.

A major concern that exists within government agencies and the Indian and Metis organizations pertains to the fact that very poor data exists relative to the number of Indian and Metis people that presently reside in various urban centres in Manitoba. Little or no data exists relative to the migration of Indian and Metis people from the rural communities to the urban centres. Existing estimates for example place the Indian population in Winnipeg at between 15,000 and 20,000 people and the Metis population between 40,000 and 60,000, but these estimates can not be verified. One report indicates that the native population has grown by 70% in the past six to eight years, but this information is subject to question. Other reports

suggest that by the year 2000, ten years from now, that 25% of the labour force in Winnipeg will be comprised of native people, but then again this information is difficult to verify. The significance of the data that is presently being utilized does indicate that there is a very major trend with respect to Indian and Metis people moving to and taking up residence in the urban centres. A need exists to establish a population data base that is more accurate and reflective of the situation as a basis to assess various programming and associated funding needs and impacts.

The need for a "Native Urban Strategy" or "Plan" is evident, but the complexity of the issues and the various sensitivities that exist with respect to the situation make the process of developing a strategy a challenging undertaking.

2. Commencing the Development of a Native Urban Strategy

The province of Manitoba indicated in the 1988 Throne Speech that efforts would be undertaken to commence the development of a "Native Urban Strategy". The purpose of undertaking this effort was to formulate a long term plan of action that would address numerous concerns as expressed by urban native people.

The provincial government estrablished a committee of ministers chaired by the Honourable James Downey, Northern and Native Affairs and including Honourable Charlotte Oleson, Family Services, Honourable Gerry Ducharme, Urban Affairs and Housing, Honourable Glen Cummings, Deputy Premier and Honourable Len Derkach, Education to provide guidance and coordination to the process of developing the Native Urban Strategy.

A provincial Technical Committee was subsequently established with representatives from various provincial departments under the chairmanship of Mr. David Tomasson, Deputy Minister, Northern and Native Affairs. The task assigned to the Technical Committee was that of bringing together a directory of provincial programs directed toward native people. This information was deemed to be of assistance in making people aware of the various efforts that presently exist in terms of addressing the complex issues that many people experience.

To assist with the development of the "Native Urban Strategy", the consulting firm of Resource Initiatives Ltd. was engaged. The basic responsibility of this firm was to carry out a consultation process with various native groups and associations to make them aware that an effort was underway to start the development of a "Native Urban Strategy" and that a conference on this topic was being planned for early spring of 1989. The

firm was also requested to contact representatives of urban governments and federal departments and agencies and the private sector to advise them of the process and to seek their participation in the development of the strategy. The firm was also requested to advise the Ministers Committee as to other appropriate actions which might be undertaken with respect to facilitating the process of developing a "Native Urban Strategy".

Resource Initiatives Ltd. was also requested to organize a conference which would facilitate for representatives of native groups and associations, governments and the private sector to discuss ways and means of developing a Native Urban Strategy.

A project team comprised of Mr. Merv McKay, Mr. Joe Guy Wood, Mr. Jean R. Allard and Mr. Gerald Wood was established to carry out the various tasks working out of a project office at 311-267 Edmonton Street in Winnipeg.

3. Information / Communication Process

Resource Initiatives Ltd. undertook the task of meeting with representatives of various Indian and Metis organizations, provincial departments, federal departments, urban governments and the private sector. Meetings were held in Winnipeg, Portage La Prairie, Brandon, Dauphin, Selkirk, Swan River, the Pas and Thompson during January to May 1989. The purpose of these meetings was to discuss the process of developing a "Native Urban Strategy For Manitoba".

During the process of carrying out the meetings with the various Indian and Metis organizations, it became clear that rather than talking about a "Native Urban Strategy" we should be discussing an "Indian and Metis Urban Strategy". The major reason for this name change was to reflect the fact that there are two distinct groups of people, the Indians and Metis each of which have their own culture, traditions and customs, languages and constitutional relationships with government.

The meetings emphasized the fact that a conference was being planned to bring together people representing the Indian and Metis people, governments and the private sector to discuss ways and means of undertaking the development of an "Indian and Metis Urban Strategy". In the context of reflecting a fully participatory type of conference, the word "conference" was changed to "workshop".

The consultants experienced a variety of responses from the various groups and individuals with whom they met. The responses ranged from that of being very pessimistic to very optimistic about being involved in a process to develop an Indian and Metis Urban Strategy. Some viewed the meetings in the context of a consultation process where people were being informed about a strategy that they assumed had already been developed and that government was simply using this process as a means of being able to say that they did consult with people. Others were satisfied that there was no strategy in place and

welcomed the opportunity to participate in its development. It is probably reasonable to suggest that a "cautious" degree of support evolved regarding the idea of developing an Indian and Metis Urban Strategy and that the proposed workshop could serve as the initial step to ascertain ways and means of developing the strategy and the direction that the strategy should take.

The concept of governments, Indian and Metis people working together to develop a strategy or plan from square one was difficult for many Indian and Metis organizations and individuals to fully comprehend because practically all their experience with government has been one of responding to strategies, plans and programs that have been developed by others.

There was also some degree of doubt expressed by government staff that a fully participatory process of involving Indian and Metis people in a planning process would not lead to desired results.

It was also observed that the concept of developing an Indian and Metis Urban Strategy would at some point in time cause various evaluations to take place as a means of justifying existing, enhanced and or new programs that would be embraced within the strategy and this caused some tension within the existing system. This reaction was real and predictable in the context that the proposed process of developing a strategy could result in "rocking the boat" and changing the way activities are presently carried out.

A concern was raised with regards to the fact that some time would be required to put into place a "Strategy Development Group" and this group would require time to

prepare the strategy. It was suggested that the existing activities and relationships would have to remain in effect until such time that the strategy was accepted and implemented.

During the process of the meeting with the various representatives it became very clear that accurate population statistics regarding the numbers of Indian and Metis persons residing in urban centres in Manitoba was not available. Various population estimates are in use and they vary widely as do estimates regarding the migration trends of Indian and Metis people moving to the urban centres. An accuarte data base is critical to the process of developing an Indian and Metis Urban Strategy. This data base serves as a "bench mark" against which programs can be designed, monitored and evaluated and thus the strategy can be adjusted over time with respect to meeting needs.

The Manitoba Metis Federation in recognition of this need for an Indian and Metis urban population data base met with the provincial cabinet and proposed that this task should be undertaken - see proposal Appendix A . The provincial cabinet acknowledged the request and confirmed that this work would be undertaken.

Meetings were held with the provincial technical committee for purposes of reviewing the progress relative to the preparation of the inventory of programs available to and targeted toward Indian and Metis people. These meetings also served to develop a process for preparing for the workshop whereby persons from the various departments would serve in the capacity of facilitors, recorders and providers of relevant program information.

Several meetings were held with chairman of the Ministers committee and its members as a means of keeping abreast of the strategy developmental process and preparation for input to the workshop.

From the perspective of Resource Initiatives Ltd. the information/ communication process as carried out by the project team proved to be challenging, but a rewarding undertaking in that an understanding was developed whereby representatives of the Indian and Metis organizations, governments and the private sector were able to participate in a workshop with the mutual objective of exploring ways and means of proceeding with the development of an "Indian and Metis Urban Strategy".

4. Workshop Preparation

The information / communication process assisted in the identification of the major areas of concern to the Indian and Metis people in the various urban centres in Manitoba.

The major areas of concern identified were:

1) Culture and Leadership
2) Family Services
3) Education and Training
4) Economic Development and Employment
5) Housing, Sports and Recreation
6) Medical Services

Within each of these major areas of concern there were numerous issues identified as viewed from the Indian and Metis perspective. The following, although not a comprehensive listing of all issues, serves to give a reasonable overview:

Culture and Leadership

- Language preservation
- Historic development of the Indian and Metis people
- Maintenance of cultural identity
- Indian and Metis traditions
- Spiritual awareness
- Public awareness
- Discrimination
- Cultural centres and displays
- Political representation and voice
- Self determination
- Self government
- Role of aboriginal people
- Participation with governments
- Treaty rights
- Women in politics

Family Services

- Child abuse
- Child care services
- Home economics
- Tenant rights
- Services information
- Dealing with discrimination
- Family violence
- Shelters for abused adults
- Interpretation services
- Family protective services
- Crisis centres
- Welfare assistance
- Welfare abuse
- Seniors services
- Youth activities
- Drugs, alcohol and substance abuse
- Court systems

- Legal aid
- Home ownership
- Role of federal and provincial governments

Education and Training

- Indian and Metis content in education materials
- Language preservation and development
- Student financial assistance
- Adult education
- Representation on education and training committees and boards
- Treaty rights to education funding
- Role models
- Increase numbers of Indian and Metis teachers and instructors
- Education upgrading
- Counselling services
- Child care services
- Special education services
- Federal / provincial agreements for education and training

- On-the-job training
- Training for training sake - not linked to jobs
- Life skills training
- Business management training

Economic Development and Employment

- Funding of business development corporations
- Availability of business advisory services
- Grant and loan assistance in urban centres
- Business follow up services
- Delivery of business assistance by native corporations
- Discrimination by employees
- Impact of organized unions regarding employment access
- Joint venture arrangements
- Set aside contracts
- On-the-job training
- Improved employment services
- Employment counselling services

- Life skills training
- More focus on women

Housing, Sports and Recreation

- Improved quantity and quality of housing
- Home repair assistance
- Home ownership assistance
- Rent controls linked to quality
- More funding for non-profit type housing corporations
- Home management counselling services
- Access to organized sports
- High cost of sports equipment and fees
- Limited participation
- Teaching / coaching assistance
- Input to sports and recreation planning and management
- Sports travel assistance
- Discrimination
- Gaming regulations

- Facilities

Medical Services

- Interpreter services
- Access information
- Handicapped services
- Seniors facilities and services
- Extend health care facilities
- Alcohol, drugs and substance abuse treatment and prevention
- Transportation services
- Accomodation services
- Abuse centres
- Crisis centres
- Mental health services

The areas of concern are common to all urban centres, but particular issues of concern vary somewhat from one urban centre to the other. The city of Winnipeg has the largest population of

Indian and Metis people and consequently most of the issues prevail.

The purpose of the workshop was to bring together people representing Indian and Metis groups, governments and the private sector to begin discussions on the development of "An Indian and Metis Urban Strategy". A "Strategy" is defined as "a plan" or "the operations or movements previous to a major undertaking". A "Plan" is defined as those things that need to be done within a certain time period".

The idea was that a need exists for a "Strategy" or "Plan" to be developed jointly by the Indian and Metis people, governments and the private sector, which would set out a number of actions and associated funding over a period of time (5 years) (10 years) which would address the various issues of concern as expressed by the Indian and Metis people who live in urban areas in Manitoba - this was the theme of the workshop.

The workshop was structured along the lines of the major areas of concern:

1) Culture and Leadership

2) Family Services

3) Education and Training

4) Economic Development and Employment

5) Housing, Sports and Recreation

6) Medical Services

Given that about 80 persons would attend the workshop, delegates from the Indian and Metis organizations, governments and the private sector were selected and designated to particiapte in the various workshop sessions as outlined above. A complete delegate list is displayed in Appendix B.

An agenda for the workshop to be held on May 30, 31 and June 1, 1989 was developed - see Appendix C. Letters of invite to delegates were prepared for the minister of Northern and Native Affairs Honourable Jim Downey.

Meetings and discussions were held with the provincial technical committee chaired by Ms. Geri von Ramin, Native Affairs Secretariat, regarding the selection and roles of persons to act in the capacity of faciltators and recorders at the workshop - see Appendix D.

The services of Bellanca Holdings Ltd. were engaged by the department of Northern and Native Affairs to facilitate arrangements for the workshop and to manage the workshop. Mr. Ed Wood was designated to serve in the capacity of workshop chairman.

5. Workshop Direction

Each of the discussion groups produced a report which was presented on the final day of the workshop - see Appendix E.

An analysis of these reports indicates the following:

1) There was consensus that the workshop process was an important first step in bringing together people representing Indian and Metis organizations, governments and the private sector to examine ways and means of proceeding with the development of an Indian and Metis Urban Strategy.

2) There was concensus that a need existed for an Indian and Metis Urban Strategy to be developed including all urban centres in Manitoba.

3) There was consensus that a need existed for the formation of an ongoing group that would have the responsibilty to develop an Indian and Metis Urban Strategy For Manitoba.

4) The existing ongoing relationships between various Indian and Metis organizations and governments must continue until such time that the "Strategy" indicates adjustments are required.

5) Several courses of action were identified that could be addressed in the immediate future and that would be in line with needs and the direction that the "Strategy" should take.

6) Data base information in numerous areas was identified as a key element related to the development of the strategy. The data base information is essential with respect to establishing a "bench mark" against which progress can be measured and adjustments made in accordance to needs.

7) The workshop groups made the point that a "Holistic" approach must be kept in mind when developing the proposed strategy. The needs of an individual or family embrace housing, education, training, employment, various family services, health, sports, recreation, culture and others. A balance must be maintained with respect to meeting the varied needs of people.

8) The strategy must recognize the distinctly different cultures of the Indian and Metis people and as well be flexible and sensitive to respect variations within each cultural group.

9) The urban strategy must be applicable to all Manitoba urban centres and not be focused only on Winnipeg.

10) The provincial government should continue to facilitate for an ongoing process to develop an Indian and Metis Urban Strategy. The federal and municipal governments must also be partners in this process.

11) The strategy developmental process should embrace a complete inventory of what services are being provided to Indian and Metis people in urban centres, who provides the service and the funding arrangements associated with each service.

12) Delegates want to see a mechanism in place as soon as possible to continue the strategy developmental process.

13) Delegates suggest that the strategy process be structured in a manner that deals with short term, medium and long range objectives.

14) Delegates want to have a consultation process as a part of the strategy development activity as a means of making input and assessment of the strategy. It was recognized that a "technical support group" would be required as the "working unit" of the strategy developmental process.

6. Observations and Comments

1) The Resource Initiatives Ltd. project team held numerous meetings and discussions with Indian and Metis organizations and individuals and persons representing governments and the private sector. It was difficult to convince some people that there was a need to develop an Indian and Metis Urban Strategy or to convince them that government did not have a strategy prepared and this effort was simply a consultation process to advise them of the strategy. Some persons viewed the process of developing an Indian and Metis Urban Strategy as a threat to their existing arrangements and as such were reluctant to be involved or to have such a process proceed. Other persons welcomed the opportunity to be involved and wanted to participate in the development of the strategy which would affect their situation.

It is probably reasonable to suggest that the approach taken by the provincial government of Manitoba with respect to initiating a planning process whereby Indian and Metis organizations and individuals would participate with governments and others from square one in the actual development of the strategy was not believed by many people. From the Indian and Metis perspective, governments and others usually develop strategies, plans and programs in isolation of input from aboriginal people and the persons affected are expected to adjust to these programs as best they can.

For the above outlined reasons there evolved a cautious feeling of support for the workshop on the development of an Indian and Metis Urban Strategy.

2) Given that there appeared to be sufficient support for the holding of a workshop to discuss the need for an Indian and Metis Urban Strategy and the ways and means of proceeding with development of the strategy, a delegate listing was prepared. Eighty delegates were identified as representatives of Indian and Metis political and service organizations, key departments and agencies of governments, and private individuals. The collective body of delegates embraced a wealth of knowledge and experience respecting the various situations experienced by Indian and Metis in the urban centres of Manitoba.

3) Even though there was a rejection from one Indian organization to send delegates to the workshop and indications from others that delegates may not attend, it was interesting to note that delegates from all groups invited did register and participated in the various workshop sessions.

4) The workshop opening address by the Honourable James Downey, Minister of Northern and Native Affairs clearly established the fact that no urban strategy for Indian and Metis people had been developed and that the purpose of the workshop was to ascertain whether a strategy should be developed and the ways and means of proceeding. He also indicated that the provincial government would be willing to participate in the process. The address by Premier Filmon at the first day of the workshop also gave a clear indication that the provincial government was willing to support and participate with the Indian and Metis people, other governments and the private sector in the development of a strategy to deal with the various issues of concern of Indian and Metis people in urban centres in Manitoba. The two addressses were significant to the workshop delegates in that they were assured that a strategy had not been developed and that the provincial government was serious about proceeding with the

development of the strategy in a participatory way.

5) Given that the vested interest tension on the part of delegates to the workshop was drastically reduced after the first day, the delegates for the remainder of the workshop were able to share experiences and information and made a sincere effort toward defining ways and means of proceeding with the development of the strategy, and the directions that the strategy should take.

6) The addresses to the workshop delegates given by Chief Louis Stevenson, Assembly of Manitoba Chiefs and Mr. Yvon Dumont, President of the Manitoba Metis Federation both identified the need for an "Indian and Metis Urban Strategy" to be developed. The two leaders strongly emphasize their desire to have the strategy developmental process embrace inputs from the Indian and Metis people, the federal, provincial and urban governments as well as the private sector.

Both leaders emphasized the need for improved data base information not only that relating to population and migration, but also covering other areas of information such as housing, health services, employment, education, family services and others. Mr. Dumont expressed appreciation to the provincial governments for making the promise to undertake an appropriate data base study as this information is essential to the urban strategy process.

Chief Stevenson stressed the fact that Indian people have to be involved in the planning of activities that affect their lives and have more responsibility and accountability with respect to program implementation, monitoring and evaluations as a means to bring about the many needs of Indian people in the areas of culture, social and economic development.

7) The addresses to the workshop given by Ms. Mary Richards, president of the Indiginous Womens Collective, Mr. Calvin Pompana, president of the Urban Indian Association of Manitoba, Councillor Guy Savoie, city of Winnipeg, Honourable Charlotte Oleson, Honourable Gerry Ducharme and M.L.A.'s Mr. Darren Praznik and Mr. Parker Burrell, all stressed the importance of cooperation, good planning and patience regarding the undertaking of actions directed at bringing about desired improvements for Indian and Metis people in the urban centres of Manitoba. Several examples of specific actions were cited in the areas of housing and family services where joint participation of Indian and Metis and governments had resulted in the undertaking of new initiatives. The development of an Indian and Metis Urban Strategy was visualized by these people as a forward step in terms of setting out the various initiatives that are required within time frames and with the resources

identified to make them a reality.

8) Workshop delegates expressed the fact that the workshop sessions had been stimulating and informative. The opportunity for delegates to meet with persons representing other organizations and jurisdictions was rewarding in that they found everyone had a mutual objective and a respect for efforts of others. It was okay to openly discuss ways and means of improving upon existing approaches. Most delegates reached the conclusion that they were not in competition with each other because the issues that need to be addressed would require actions above and beyond the existing. The workshop sessions assisted greatly in facilitating for much improved communications and trust to be developed between various groups and individuals and this ingredient is extremely important to the process of developing a strategy.

9) There is no question that the process undertaken to date was required and was positive in terms of setting a stage to proceed from in developing an Indian and Metis Urban Strategy. No individual, group or organization can lay claim to the success achieved to date because it was the collective efforts of all involved in the process. The challenge now is to capitalize on the situation where a collective good will exists and to set into motion a process to develop a strategy to which all are committed.

10) Appreciation was extended to the provincial government for having taken the initiative to bring the various groups together in a workshop format for the purpose of examining the idea of developing an Indian and Metis Urban Strategy for Manitoba.

11) Mr. Ed Wood and his staff effectively provided the leadership and support required for the workshop on the development of an "Indian and Metis Urban Strategy For Manitoba".

7. Recommendations

I That the Minister of Northern Affairs and Native Affairs establish a "Indian and Metis Urban Strategy Development Board".

II That persons be appointed to the Board representing the following:

a) Assembly of Manitoba Chiefs

b) Manitoba Metis Federation

c) Indiginous Womens Collective

d) Government of Canada

e) Urban Municipal Government

f) Government of Manitoba

g) Aboriginal Business

III That consideration be given to designating the "Aboriginal Business" representative as the chairperson of the Indian and Metis Urban Strategy Development Board.

IV That the terms of reference for the Indian and Metis Urban Strategy Development Board be as follows:

a) To provide leadership and guidance with respect to implementing a process involving representatives of Indian and Metis organizations, the government of Manitoba, the government of Canada, urban municipal governments and the private sector with respect to preparing an Indian and Metis Urban Strategy or Plan.

b) To establish six "Working Groups" with appropriate representation from Indian and Metis organizations, governments and the private sector. The "Working Groups" to be:

1) Culture and Leadership
2) Family Services
3) Education and Training
4) Economic Development and Employment

5) Housing, Sports and Recreation

6) Health

Each "Working Group" to have a person to serve in the capacity of spokesperson who will act as the contact between the "Working Group" and the "Board". Each "Working Group" should be assigned the following terms of reference or ones to like effect.

a) To assemble an inventory of services presently provided to Indian and Metis people in urban centres - this inventory should embrace such things as the name of the delivery agent, the objective, the targets (short and long range), source and amount of funding, staffing positions and those held by Indian and Metis persons.

b) To identify short, medium and long term objectives related to the needs of Indian and Metis people in the various urban centres of Manitoba.

c) To identify appropriate programming to address the stated objectives. The programming should be projected over a minimum five year period with annual targets, estimated budgets and staffing requirements.

d) To compare existing programming and associated budgets with those identified in the planning process as a means of sorting out adjustments required to programming and budgets for the implementation of the urban strategy.

e) To work closely with the other "working groups" so as to avoid duplication of effort and ensure that a holistic approach is achieved in terms of meeting needs of Indian and Metis people in urban centres.

V That the Minister of Northern and Native Affairs establish a "Technical Support Group" comprised of a coordinator, senior analyst and other as required for purposes of preparing the documentation necessary for the Indian and Metis Urban Strategy.

VI That the Minister of Northern and Native Affairs explore the possibility of staffing the "Technical Support Group" on the basis of secondment arrangement from governments and Indian and Metis organizations.

VII That existing "committee of Ministers" relating to the Indian and Metis Urban Strategy be retained and this committee meet on a periodic basis with the members of the Indian and Metis Urban Strategy Development Board - see Chart # 1 - Development Structure.

VIII That the Indian and Metis Urban Strategy Development Board in conjunction with the Coordinator of the Technical Support Group prepare the terms of reference for the undertaking of the work required regarding the preparation of appropriate data base information sets, and, to recommend to the minister of Northern and Native Affairs ways and means of having the work done.

IX That the "Strategy" document be completed by July 31, 1990 so as to coincide with the 1991 - 92 budgetary process.

X That consideration be given to establish a separate office in Winnipeg from which the Indian and Metis Urban Strategy Development Board and Technical Support Group would work from.

XI That the activities outlined take place within the time frame as shown in Chart #2.

XII That funds in the amount of approximately $ 152,000.00 be allocated in 1989 - 90 fiscal year and $ 106,000.00 in the 1990 - 91 fiscal year for costs related to the development of the Indian and Metis Urban Strategy for Manitoba - see Chart # 3.

CHART # 1

Indian and Metis Urban Strategy Development Structure

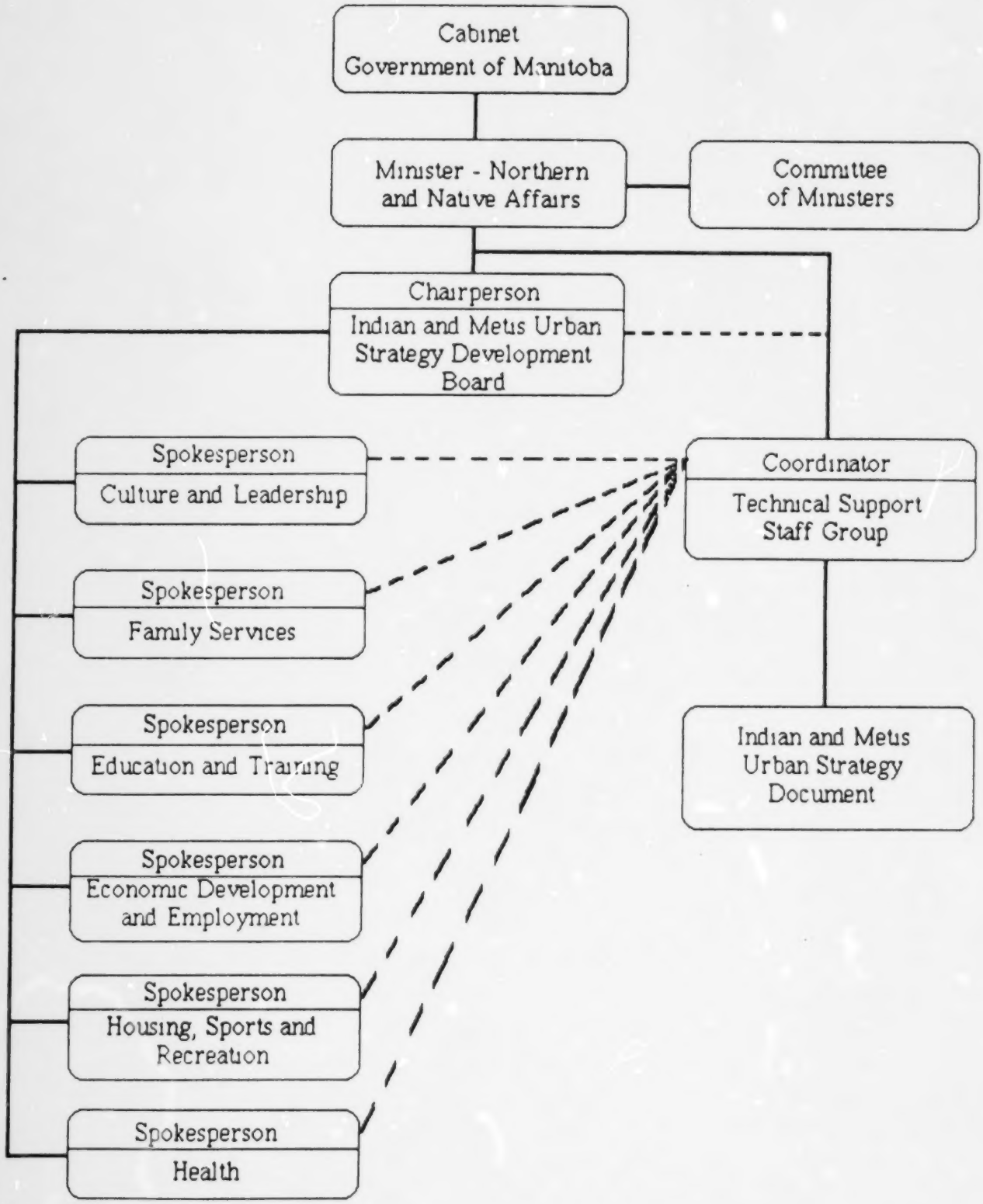


CHART # 2

TIME AND EVENTS CHART

Indian and Metis Urban Strategy Development Process

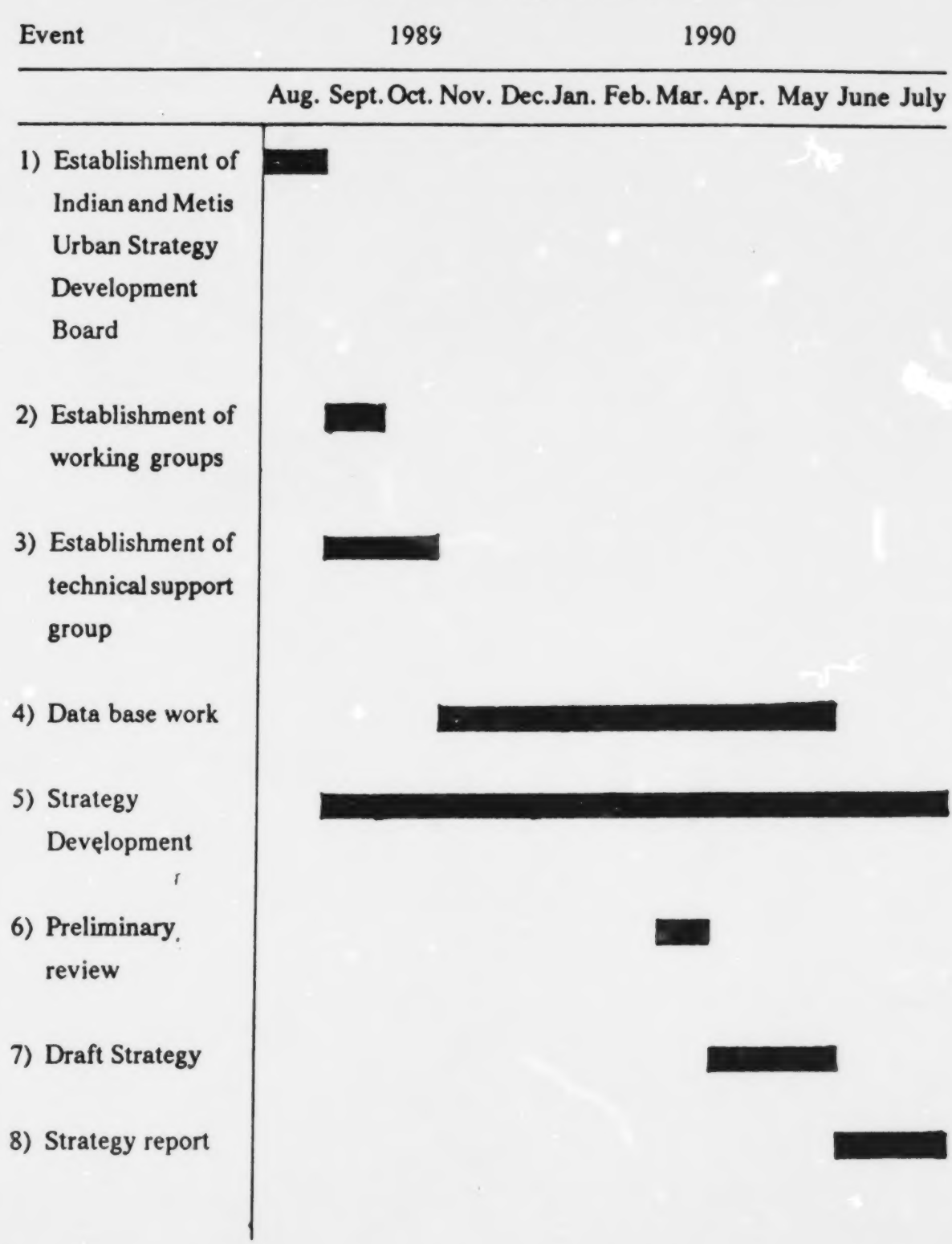

Event
1989
1990
Aug. Sept. Oct. Nov. Dec. Jan. Feb. Mar. Apr. May June July
1) Establishment of Indian and Metis Urban Strategy Development Board
2) Establishment of working groups
3) Establishment of technical support group
4) Data base work
5) Strategy Development
6) Preliminary review
7) Draft Strategy
8) Strategy report

CHART # 3

ESTIMATED COSTS

Indian and Metis Urban Strategy Development Process

Activity	1989 - 90	1990-91	Totals
Board	$ 32,000.00	$ 16,000.00	$ 48,000.00
Working Groups	$ 20,000.00	$ 10,000.00	$ 30,000.00
Technical Group	$ 70,000.00	$ 35,000.00	$ 105,000.00
DataBase	$ 30,000.00	$ 45,000.00	$ 75,000.00
Totals	$ 152,000.00	$ 106,000.00	$ 258,000.00

APPENDIX A

DATA BASE PROPOSAL

SOCIO-ECONOMIC & DEMOGRAPHIC SURVEY

ISSUE

The identification of the numbers of native people in the city of Winnipeg and information with the respect to their social and economic situation.

BACKGROUND

During the past several years, numerous native people have left their home communities and taken up residence in the city of Winnipeg. This movement to an urban centre such as Winnipeg is believed to be a result of native people seeking greater opportunities in terms of education, training and employment.

Many of these native people have experienced difficulties with respect to the urban setting and as a result have sought assistance in terms of welfare, housing, training, childcare, family services etc. Some of this group of people have become identified by society in general as disadvataged people and have become more or less stereotyped in this category.

Many of the native people who have relocated in the city of Winnipeg have been successful in terms of the adjustments required and they have secured employment, established business ventures and are enhancing their education and skills by attending schools, colleges and universities.

The urban native population consists of Metis persons, Treaty Indians, and Non-Status Indians. At this point in time no accurate data exists with respect to the numbers of people in each category.

It is a well known fact that within each native group there are those that are in a disadvantaged situation and are the focus of various assistance programs to which public funds are directed. It is also a well known fact that within each native group there are those who are not disadvantaged and are contributing to the viable social and economic fabric of Winnipeg.

This dichotomy with regards to the social and economic conditions of urban native people is not well understood and or appreciated by the general public and as such the disadvantaged native groups become identified in a stereotype way as representing the native people in general. Little or no effort is made to identify and champion the native persons who have been successful and can complete on an equal basis with any other group.

The general public perception is that all native people in Winnipeg are disadvantaged and that huge sums of money are being expended on this group of people and there is little or no benefit being derived from such public expenditures. This perception is non valid but it will be sustained unless information and data are assembled which display that there exists a dual situation with regards to the social and economic conditions experienced by native people, that there is a rapidly increasing number of native people residing in Winnipeg and that public expenditures have merit with regards to assisting those who are disadvantaged and who represent only a percentage of the total urban native population.

In terms of the Metis people, this stereotyping has resulted in many Metis people who are not disadvantaged not wishing to be identified as Metis. This social pressure phenomena has resulted in the Metis losing their role models which are necessary in any group as a means of establishing examples and assisting with various actions to bring about improvements for the total group.

PROPOSAL

That the province of Manitoba initiate immediately an appropriate professional survey within the city of Winnipeg, which will yield a data base which reflects the composition of the urban native population in terms of the numbers of treaty Indians, non-status Indians and Metis people. This survey would als address information relative to the social and economic conditions of these native groups and as well would provide for a means of updating the information on a periodic basis.

JUSTIFICATION

The information generated by the survey would assist governments and the native groups with respect to displaying the real situation pertaining to population and social economic conditions that exists with regards to the total native population. This information would be useful with respect to designing programs and the allocation of funding toward target situations that would alleviate existing problems experienced by some native people in Winnipeg.

RECOMMENDATIONS

1. That the province of Manitoba initiate an appropriate professional survey with regards to identifying the numbers of native people in Winnipeg, identifying their native association and their socio/economic situation.

2. That this survey be undertaken in a manner that can be duplicated in future years as a means of tracking the urban native population, and social and economic conditions.

3. That funds be allocated from the 1988/89 budget for the development of a Native Urban Strategy.

4. That the M.M.F. be directly involved in the development of questions for the surevy and approval of the survey design and methodology.

5. That the M.M.F. assume a monitoring role in the implementation of the survey, both in this year and in future years that the survey is to be conducted.

APPENDIX B

WORKSHOP DELEGATE LIST

Organizations Invited

Aboriginal Women of Manitoba
Assembly of Manitoba Chiefs
Brandon University
C.E.I.C.
C.M.H.C.
Canada Investments International
Canadian Council for Native Business
City of Winnipeg
Department of Culture, Heritage & Recreation
First Nations Confederacy Inc.
Harold Westdal and Associates
Health and Welfare Canada
Indian and Northern Affairs Canada
Indian Council of First Nations
Indigeneous Womens Collective
Kinew Housing Corporation
Ma Mawi Wi Chi Itata Centre Inc.
Manitoba Indian Nurses Association
Manitoba Metis Federation
Manitoba Association of Friendship Centres.
Manitoba Keewatinowi Okimakanak Inc.
N.E.D.P.
Native Employment Services
Native Communications
Peace Hills Trust
Peguis Education Authority
Province of Manitoba
Resource Initiatives Ltd.
Secretary of State
Southeast Resource Development Council
University of Manitoba
Urban Indian Association Inc.
Winnipeg Core Area Initiative
Winnipeg Council of Treaty and Status Indians

Last name	Name	Organization
Allard	Jean	Resource Intiatives Ltd
Allison	Neill	Province of Manitoba
Amos	Larry	Urban Indian Association
Bear	Elsie	Indigeneous Womens Collective
Bear	Jim	Southeast Resource Development Council
Beardy	Charles	Wpg. Council of Treaty and Status Indians
Bruce	Barbara	Canadian Council for Native Business
Bruce Jr.	Edgar	Manitoba Metis Federation
Buhr	Grace	Manitoba Association of Friendship Ctrs.
Cameron	Anita	Wpg. Council of Treaty and Status Indians
Carlisle	John	Province of Manitoba
Carson	Tom	Province of Manitoba
Chartrand	David	Manitoba Association of Friendship Centres.
Chartrand	Elbert	Manitoba Metis Federation
Chartrand	Paul	University of Manitoba
Chase	Toby	Winnipeg Core Area Initiative
Courchene	Joyce	Indigenous Womens Collective
Courchene	Don	Peace Hills Trust
Driedger	Herold	Province of Manitoba
Dumont	Yvon	Manitoba Metis Federation
Dyck	Deb	Winnipeg Core Area Initiative
Falconer	Patrick	Winnipeg Core Area Initiative
Fenwick	Ron	Province of Manitoba
Fiddler	Henry	Ma Mawi Wi Chi Itata Centre Inc.
Fontaine	Phil	Assembly of Manitoba Chiefs
Fontaine	Ted	Secretary of State
Fulham	Stan	Kinew Housing Corporation
Gajadarsingh	Seech	Province of Manitoba
Green	Vicki	Urban Indian Association
Gus	Joyce	Manitoba Metis Federation
Hamilton	Jim	Department of Culture, Heritage & Recreation
Harper	Elijah	Province of Manitoba
Hourie	Audreen	Manitoba Metis Federation

Last name	Name	Organization
Ilich	Don	Province of Manitoba
Isfeld	Allan	Winnipeg Council of Treaty and Status Indians
Johnston	Damon	Indian Council of First Nations
Kirkness	Andrew	Indian Council of First Nations
Lajambe	Elsie	Indigenous Womens Collective
Lavallee	Barbara	Ma Mawi Wi Chi Itata Centre Inc.
Lavallee	John	Manitoba Metis Federation
Lea	Alfred	Canada Investments International
Letkeman	Chester	Indian and Northern Affairs Canada
Mallette	Cathy	Indigenous Womens Collective
Mann	George	Winnipeg Council of Treaty and Status Indians
McCormick	Marileen	Native Employment Services
McKay	Merv	Resource Initiatives Ltd.
McKay	Lorraine	Brandon University
Meade	Buddy	Manitoba Metis Federation
Murdoch	Marshall	Special Delegate
Neepin	George	Manitoba Keewatinowi Okimakanak Inc.
Nicol	Garry	Brandon University
Oleson	Charlotte	Province of Manitoba
Paul	Peter	Urban Indian Association
Pompana	Calvin	Urban Indian Association Inc.
Ramrattan	Bob	Province of Manitoba
Ranville	Gordon	Manitoba Metis Federation
Reader	Ron	C.M.H.C.
Richard	Mary	Indigenous Womens Collective
Richard	Ron	Manitoba Metis Federation
Ricketts	Brian	C.M.H.C.
Riddle	Claire T.	Manitoba Metis Federation
Ross	John	Province of Manitoba
Roulette	Don	Manitoba Metis Federation
Savoie	Guy	City of Winnipeg
Schultz	Herb	N.E.D.P.
Shapiro	Elvin	City of Winnipeg

Last name	Name	Organization
Sharp	Archie	N.E.D.P. Program 1
Smith	Gord	Manitoba Metis Federation
Soldier	Larry	Manitoba Association of Friendship Centres.
Sopko	Jerry	C.E.I.C.
Srutwa	Donna	Health and Welfare Canada
Stevenson	Louis	Assembly of Manitoba Chiefs
Thomas	Bill	Peguis Education Authority
Tomasson	Dave	Province of Manitoba
Walder	Marilyn	Province of Manitoba
Wood	Bernie	Southeast Development Council

Political Participation

Gary	Filmon	Premier of Manitoba
James E.	Downey	Minister of Northern and Native Affairs
Gerry	Ducharme	Minister of Housing
Charlotte	Oleson	Minister of Family Services
Darren	Praznik	M.L.A. Lac du Bonnet
Parker	Burrell	M.L.A. Swan River
Herold	Driedger	M.L.A. Niakwa
Elijah	Harper	M.L.A. Rupertsland
Maureen	Hemphill	M.L.A. Logan

WORKSHOP STAFF JUNE 5, 1989

Last name	Name	Organization
Wood	Ed	Workshop Chairman
Mason	Lawrence	Workshop Staff
Mason	Pat	Workshop Staff
Reed	Mike	Workshop Staff

APPENDIX C

WORKSHOP AGENDA

WORKSHOP AGENDA

TUESDAY, MAY 30/89

9:00-10:00 am	Delegate Registration - Coffee Opening Prayer
10:00-10:30 am	Workshop Chairman Remarks: **Mr. Ed Wood**
10:30-1100 am	Keynote Address: The Challenge of Developing an Indian and Metis Urban Strategy for Manitoba **Honourable James E. Downey** **Minister of Northern Affairs** **Minister responsible for Native Affairs** **Province of Manitoba**
11:00-12:00 pm	Introduction of Facilitators and Recorders Workshop Assembly in Meeting Rooms
12:15 pm	Luncheon Speakers: **Chief Louis Stevenson** **Assembly of Manitoba Chiefs** **Mr. Yvon Dumont** **Manitoba Metis Federation**
2:00-5:00 pm	Workshop Sessions 1 - 6
6:15 pm	Banquet **Honourable Gary Filmon** **Premier** **Province of Manitoba**

WEDNESDAY, MAY 31/89

9:00-10:30 am	Workshop Sessions 1 - 6
10:30-12:00 pm	Preparation of preliminary reports
12:15 pm	Luncheon **Mrs. Mary Richard** **President** **Indigenous Womens Collective** **Mr. Calvin Pompana** **President** **Urban Indian Association**
2:00-5:00 pm	General Session Presentation of Preliminary Reports to the general assembly and discussion of reports.
6:15 pm	Banquet **Mr. Guy Savoie** **Chairman, Executive Policy Committee** **City of Winnipeg** **Honourable Charlotte Oleson** **Minister of Family Services** **Province of Manitoba**

THURSDAY, JUNE 1st, 1989

9:00-11:00 am	Workshop Sessions 1 - 6
11:00-12:00 pm	Preparation of final report
12:15 pm	Luncheon **Honourable Gerry Ducharme** **Minister of Urban Affairs** **Province of Manitoba**
2:00-5:00 pm	General Session Presentation of workshop reports to the general assembly.
5:00 pm	Workshop Closing Remarks: **Honourable James E. Downey** **Minister of Northern Affairs** **Minister responsible for Native Affairs** **Province of Manitoba**

APPENDIX D

FACILITATORS AND RECORDERS

FACILITATORS AND RECORDERS JUNE 5, 198

Last name	Name	Organization
Bostrom	Harvey	Facilitator
Fontaine	Janet	Facilitator
Morriseau	Joe	Facilitator
Sanderson	Esther	Facilitator
von Ramin	Geri	Facilitator
Wood	Joe Guy	Facilitator
Goyan	Paul	Recorder
Gunn	Jon	Recorder
Kennedy	Dave	Recorder
Ranville	Brian	Recorder
Thompson	Harold	Recorder
Ward	Dewayne	Recorder

APPENDIX E

WORKSHOP REPORTS

WORKSHOP TOPICS

Note: Delegates within each working group are requested to address the matter of how best to proceed with the development of the Indian and Metis Urban Strategy in a manner which enables continued participation in the process to achieve an acceptable plan of action.

Room A **1. Culture and Leadership**

This session is designed to examine existing areas of Indian and Metis cultural activity and to identify whether any revisions are required.

In terms of leadership, it is important to identify the key organizations representing Indian and Metis people residing in the urban centres of Manitoba. This leadership role serves to focus issues of concern and provides a recognized voice in dealing with other organizations on such matters as the development of an Indian and Metis urban strategy.

Room B **2. Family Services**

This session is designed to examine existing family services to assess their strengths and weaknesses in terms of meeting the needs of children, youth, women, men and seniors. Issues of concern include neglect, abuse, violence, home economics and the welfare system. The results of this workshop will provide direction regarding the nature of future services and how they can be developed to meet the needs of Indian and Metis people.

Room C **3. Medical Services**

This session will be to explore the effectiveness of existing medical services in meeting the needs of urban people. In addition to examining general health services, the issue of substance abuse, drugs and alcohol will also be addressed. The results of this workshop should address future requirements for medical services for Indian and Metis people in urban centres.

Room D **4. Housing, Sports and Recreation**

Delegates in this session will examine the needs for housing for Indian and Metis people residing in urban centres. Existing sports and recreation activities will be explored in terms of meeting needs. Future areas of programming are to be identified with respect to housing, sports and recreation.

Room E **5. Education and Training**

Delegates in this session will examine areas of concern with respect to the education of Indian and Metis persons, extending from kindergarten, elementary and high school through college and university. Delegates will also examine areas of concern related to various training activities to assist people in obtaining employment. The workshop should result in the identification of directions to be taken with respect to addresing these concerns.

Room F **6. Economic Development and Employment**

This session will address the issues of business development and employment for Indian and Metis people in urban centres. A proposed economic development model will be examined and courses of action identified to address the major problems related to the high unemployment of Indian and Metis people in urban centres.

WORKSHOP WORKING GROUPS

GROUP	FACILITATOR	RECORDER	SPOKESPERSON
Culture/Leadership	Joe Guy Wood (Resource Initiatives)	Harold Thompson (Employment Services)	Calvin Pompana (Urban Indian Association)
Family Services	Geri von Ramin (Native Affairs)	Dewayne Ward (Family Services)	Ron Richard (Manitoba Metis Federation)
Medical Services	Janet Fontaine (Women's Directorate)	Dave Kennedy (Alcohol Foundation of Manitoba)	Don Roulette (Manitoba Metis Federation)
Housing, Sports and Recreation	Harvey Bostrom (Native Affairs)	Brian Ranville (Native Affairs)	Damon Johnston (Indian Council of First Nations)
Education and Training	Esther Sanderson (Native Education Branch)	Paul Goyan (Employment Services)	Audreen Houle (Manitoba Metis Federation)
Economic Development and Employment	Joe Morriseau (Native Affairs)	Jon Gunn (Urban Affairs)	Gord Smith (Manitoba Metis Federation)

Culture And Leadership Workshop

Facilitator: Joe Guy Wood

Recorder: Harold Thompson

Grace	Buhr	Manitoba Association of Friendship Centres
Anita	Cameron	Winnipeg Council of Treaty and Status Indians
Tom	Carson	Province of Manitoba
Yvon	Dumont	Manitoba Metis Federation
Phil	Fontaine	Assembly of Manitoba Chiefs
Ted	Fontaine	Secretary of State
Andrew	Kirkness	Indian Council of First Nations
Lorraine	McKay	Brandon University
Calvin	Pompana	Urban Indian Association Inc.
Mary	Richard	Indigenous Womens Collective
Claire T.	Riddle	Manitoba Metis Federation
Guy	Savoie	City of Winnipeg
Elvin	Shapiro	City of Winnipeg
Raymond	Swan	First Nations Confederacy Inc.
Dave	Tomasson	Province of Manitoba
Marilyn	Walder	Province of Manitoba

Economic Development And Employment Workshop

Facilitator: Joe Morriseau

Recorder: Jon Gunn

Neill	Allison	Province of Manitoba
Larry	Amos	Urban Indian Association
Charles	Beardy	Wpg. Council of Treaty and Status Indians
Barbara	Bruce	Canadian Council for Native Business
Edgar	Bruce Jr.	Manitoba Metis Federation
Toby	Chase	Winnipeg Core Area Initiative
Joyce	Courchene	Indigenous Womens Collective
Don	Courchene	Peace Hills Trust
Stan	Fulham	Independent
Alfred	Lea	Canada Investments International
Chester	Letkeman	Indian and Northern Affairs Canada
Cathy	Mallette	Indigenous Womens Collective
Marileen	McCormick	Native Employment Services
Herb	Schultz	N.E.D.P.
Archie	Sharp	N.E.D.P. Program 1
Gord	Smith	Manitoba Metis Federation
Bernie	Wood	Southeast Development Council

Education And Training Workshop

Facilitator: Esther Sanderson

Recorder: Paul Goyan

John	Carlisle	Province of Manitoba
Paul	Chartrand	University of Manitoba
Deb	Dyck	Winnipeg Core Area Initiative
Henry	Fiddler	Ma Mawi Wi Chi Itata Centre Inc.
Vicki	Green	Urban Indian Association
Audreen	Hourie	Manitoba Metis Federation
Elsie	Lajambe	Indigenous Womens Collective
John	Lavallee	Manitoba Metis Federation
George	Mann	Winnipeg Council of Treaty and Status Indians
Garry	Nicol	Brandon University
Bob	Ramrattan	Province of Manitoba
Larry	Soldier	Manitoba Association of Friendship Centres.
Jerry	Sopko	C.E.I.C.
Bill	Thomas	Peguis Education Authority

Family Services Workshop

Facilitator: Geri von Ramin

Recorder: Dewayne Ward

David	Chartrand	Manitoba Association of Friendship Centres.
Ron	Fenwick	Province of Manitoba
Allan	Isfeld	Winnipeg Council of Treaty and Status Indians
Barbara	Lavallee	Ma Mawi Wi Chi Itata Centre Inc.
Buddy	Meade	Manitoba Metis Federation
Mervin	Moar	Manitoba Metis Federation
Ron	Richard	Manitoba Metis Federation

Housing, Sports And Recreation Workshop

Facilitator: Harvey Bostrom

Recorder: Brian Ranville

Jim	Bear	Southeast Resource Development Council
Elbert	Chartrand	Manitoba Metis Federation
Patrick	Falconer	Winnipeg Core Area Initiative
Joyce	Gus	Manitoba Metis Federation
Jim	Hamilton	Department of Culture, Heritage & Recreation
Don	Ilich	Province of Manitoba
Damon	Johnston	Indian Council of First Nations
Peter	Paul	Urban Indian Association
Ron	Reader	C.M.H.C.
Brian	Ricketts	C.M.H.C.

Medical Services Workshop

Facilitator: Janet Fontaine

Recorder: Dave Kennedy

Seech	Gajadarsingh	Province of Manitoba
George	Neepin	Manitoba Keewatinowi Okimakanak Inc.
Gordon	Ranville	Manitoba Metis Federation
John	Ross	Province of Manitoba
Don	Roulette	Manitoba Metis Federation
Donna	Srutwa	Health and Welfare Canada

WORKSHOP FOR THE DEVELOPMENT OF AN INDIAN AND METIS URBAN STRATEGY

FINAL REPORTS

MAY 30, 31 and JUNE 1, 1989

CULTURAL AND LEADERSHIP WORKSHOP

FINAL REPORT

The development of an Urban Strategy must be a collective action by the aboriginal peoples and all levels of governments. The provincial government must continue to provide funds for the on going development of an Urban Strategy. This process must not jeopardize existing negotiations, programs and initiatives between individual organizations and governments. The distinctiveness of the peoples involved must not be affected by this process.

We will take the lead role in planning, designing and implementing the Urban Strategy.

This workshop must be seen as part of the continuing development of an Urban Strategy and not as a consultative process.

We will not accept a unilateral government policy based on the results of this workshop.

Joint negotiations must begin immediately between the aboriginal people and the three levels of governments on issues identified in this and previous native Urban Strategy meetings.

This group proposes the immediate establisnment of an action committee on Urban Strategy. The provincial government must continue to provide funds for the on-going development of the action committee proposed. The ownership of the working papers of our workshop will be the property of this action committee.

HOUSING, SPORTS AND RECREATION

FINAL RECOMMENDATIONS

1. Holistic Approach- to all issues and areas under discussion

2. Partnership Concept- Aboriginal Community and Federal, Provincial and Urban governments

3. Next step in this process is the identification of a facilitator to organize a coordinating meeting, representing Urban Aboriginal communities and the three levels of government.

4. We recommend that the mandate of the Coordinating Meeting be to establish a representative Policy and Planning Group.

5. We further recommend that the Federal, Provincial and Urban governments appoint senior representatives to this Policy and Planning Group.

6. We propose that the Policy and Planning Group be responsible for establishing technical working committees to deal with the issues relative to the following areas:

   Culture and Leadership
   Family Services
   Medical Services
   Housing, Sports and Recreation
   Education and Training
   Economic Development and Employment

7. It is also proposed that the Policy and Planning Group be responsible for assembling the database.

Essential Considerations to the Process

a) Ministerial and Cabinet support from the Provincial Government.

b) Aboriginal Leadership and Agency support for the process.

c) Participation at a senior policy level by the three levels of government.

We also suggest that in order to sustain the momentum generated by this workshop, that Ed Wood be requested to facilitate the organizing details for the Coordinating meeting. Since time is crucial, we urge this be done within the next 30 days.

INDIAN AND METIS URBAN STRATEGY WORKSHOP

EDUCATION AND TRAINING

The existing system has failed Native students. A 1988 MMF study found that 86% of Metis students fail to complete Grade 12. Almost all our students are placed in vocational education and general studies programs. Of the 14% who do make it through, many are not academically prepared to go on to college or university.

We are told that the Public School system welcomes our children. But the reality is that it tries to force them into a system that is not designed for them and fails them. The experience of our students is that the system does not <u>want</u> us. For example, at Red River Community College students have expressed concern that the value of their diplomas and certificates would decrease if "Indians" were admitted.

Only 1% of students at our university are Native, and many of them lack the necessary support to overcome prior obstacles due to the K-12 system. Almost all Native students there are admitted as mature students, designed to give individuals a "second chance". Aboriginal peoples have never even had a "first chance" in the existing system.

If change took place early in the K-12 system, students would have the confidence and support to succeed in post-secondary and training programs.

There are a number of good, alternative, post-secondary programs such as BUNTEP, access programs and New Careers. But they address the needs of only a small number of Native people and are controlled by non-Native people.

These programs were originally introduced many years ago. Since that time, there has been little real change for Aboriginal Peoples in our community colleges and universities.

Overall, it is deplorable what happens to Native students. Often they come from a different community and culture to the urban centre. Yet they are faced with adjusting to a strange city in an education system that doesn't work for them.

Principles

1. We beleive in the collective right for Aboriginal peoples to control the development and delivery of educational services to their members. In order to achieve the long-term goal of self-determination, Aboriginal peoples require control of the process, resources, and cooperation by government.

2. There is the urgent need for Aboriginal peoples to develop a comprehensive policy on education and training to address the needs and aspirations of our people, using a variety of approaches.

3. We beleive that Native students benefit from a holistic approach to

education that develops the individual as a complete person first and forement. Once self-respect, positive self-image and self-reliance have been nurtured, academic needs are more easily addressed.

4. Native groups within urban centres must work together to articulate common needs and to plan for meaningful change.

5. In urban areas with a high Native student population, an education system designed and controlled by Native people is required. Locally controlled schools are a reality for non-Native people through the legislative authority and funding for School Divisions. Special approaches are also provided in such areas as French Immersion schools. In rural areas, local control of on-reserve schools has been a rality for some time. The Peguis Education Authority is but one example. Where only 1 or 2 students in the past have completed Grade 12, there are now 35 graduates each year.

6. Special approaches are also needed to assist Native students who have been failed by the current system on a transitional basis. For example, there is a critical need for funding of youth literacy programs using a community based approach. First of all we need a policy on literacy and resources to implement initiatives. For example, in Winnipeg School Division #1, there are no literacy programs for youth while they are still in the system.

7. Consideration and investigation of a Native controlled and operated post-secondary institution is also warranted. Several such institutions

exist elsewhere. For example, in Saskatchewan there is the Gabriel Dumont Institute and the Saskatchewan Federated Indian College.

8. We do not want more "government programs". It is time for real change, not any more band-aid approaches. Aboriginal people must have resources to develop an aboriginal education system.

The Experience of Native Communities in Working with Government

We appreciate the fact that this workshop is one of the first times that government has asked Native people to participate cooperatively. We are encouraged, but we are also cautious.

In the past the cooperation and support of government has been lacking. For example, for five years now, the Metis people through the MMF have worked to establish the Louis Riel Institute. The Institute will promote the cause of Metis education by developing initiatives in our communites. We wish to cooperate with government and the existing system, but have yet to receive financial support.

TRAINING

In our discussions, we have had only limited time to discuss specific training issues. The federal government plays a very significant funding role with respect to training and progress will require cooperation between the Aboriginal community and all levels of government.

Several specific issues have been identified:

1) Indian and Metis organizations require government funding in order to develop and deliver suitable training programs for our people. Of the 12 page "Inventory of Provincial Programs/Services" prepared for the workshop by Native Affairs Secretariat, almost all initiatives are government designed, controlled and delivered. We need to provide input to specific government-delivered programs prior to implementation to ensure that they address the needs of our people. For example, many federal Canadian Jobs Strategy training programs have restrictive criteria. Funds are required for more community-based training programs.

2) Too often, government training programs are designed for poor-paying, dead-end, entry-level jobs that provide no opportunity for advancement in the future.

3) Short-duration training most often will not develop necessary skills leading to permanent jobs. Basic skills and academic upgrading are often required, but new approaches are necessary.

4) All training initiatives require careful follow-up to ensure long term results - permanent jobs paying decent wages.

5) Most employers do not hire Native people. Consideration should be given to mandatory Provincial and Municipal Affirmative Action legislation.

6) Managerial training represents one urgent need of Indian and Metis organizations. Such training must be appropriate to the realities of our workplaces and be under our control.

PROCESS

Bringing about real change for aboriginal peoples will take time. This workshop represents the initial stage of what must be an ongoing process. We seek the support of all those present and of the government in moving quickly. But first of all, we need the recognition by government that Aboriginal peoples have the collective right to control the educational services of our members.

There must be an ongoing council to deal with education and training issues. In order to carry out this process, we recommend the following:

That the Government appoint a permanent Council made up of equal representation for urban Indian and Metis. The Council should be established by legislative authority as a decision-making and advisory body on education and training policy for Aboriginal peoples in urban areas. It is suggested that the Council have 15 members including rural and northern representatives and should be established immediately.

RECOMMENDATIONS

We are also making specific recommendations.

1) **A timeframe must be established with specific achievements** relating to the board issues we have discussed. An immediate recommendation we wish to put forward is that **the Government approve and fund one Aboriginal school in Winnipeg by September 1989 under the control and direction of the Native community.**

2) The government has brought us together as the first step in developing an Indian and Metis Urban Strategy for Manitoba. **The government is responsible for reporting to Native communities throughout the Province on what has transpired and of further action planned through public hearings. We also recommend that the government itself, through its Ministers, report to the next General Assemblies of major Indian and Metis organizations on concrete progress.** Once such meeting will be the MMF assembly in Dauphin in August.

3) **Urban School Divisions with substantial Indian and Metis populations must hire Aboriginal teachers.** Many such qualified teachers are currently available but unable to secure employment; for example, in Winnipeg, Brandon and Thompson.

4) **Aboriginal organizations require the allocation and control of government resources for education and training** as well as the commitment and cooperation of government in bringing about long-term change. We also require resources immediately to develop programs and initiatives appropriate to our people, in part by carrying out research on speical initiatives currently in place elsewhere.

5) In every population, abilities "theoretically" are distributed on a bell curve with 2% being in the genius category. What has happened to our children? Where are the geniuses, the above average, and the average students? Although there are many band-aid programs that try to assist those who the system has failed, there are no scholarships for gifted and talented native students. **We recommend that the government set up a scholarship program** - perhaps through a substantial capital fund including private and corporate contributions. Scholarships must cover all living costs of the students, not the existing Prince of Wales and Princess Anne bursaries which provide $100.00 and $200.00 per student.

FINAL STATEMENTS

In our discussions, over the last three days, we have only had limited time to begin what must be an ongoing process. In bringing about change for Aboriginal people in Urban Centres, we should not forget these facts:

1. Over 60 % of Native people in the labour force are unemployed.

2. Almost two-thirds of all new jobs in the next 15 years are expected to require at least 2 years education beyond Grade 12.

3. Yet 86% of Native students fail to acheive <u>even</u> Grade 12 and make up only 1% of the university population.

4. The Native population in the Core Area of Winnipeg increased by 70% between 1981 and 1986, based on federal government statistics released by the Social Planning Council of Winnipeg.

The time to act is now. Aboriginal people need the commitment and cooperation of the Government, including access and control of resources, a special Council to carry out further work, and immediate evidence of the Governments sincerity by acting on our immediate recommendations.

Indian & Metis Urban Strategy Workshop

Final Report

Family Services Workshop

The group identified the following objectives for our workshop:

1. Discuss the need for an Indian & Metis Urban Strategy
2. Define Urban
3. Define Strategy, including the following the following components,
   - policy
   - process
   - timeframe
   - who should be involved
   - resourcing

4. Identify which services/programs are included under the term, Family Services.
5. Identify gaps in service structure.
6. Identify issues/barriers to a proposed Strategy and to existing services.
7. Suggest approaches to overcoming gaps and barriers.
8. Mechanism for an Urban Strategy.
9. Recommendations

Objective #1

Discuss the need for an Indian & Metis Urban Strategy. The group expressed support for a Strategy that would enhance and strengthen the existing Native organizations and be directed toward the development of unity.

The overall philosophy and goal of Urban Natives is common in that we all want to provide service to our own people. The proposed strategy should build on this strength.

Resources should be redirected to the Native agencies.

There needs to be an evaluation of existing services in the non-Native community to identify overlaps.

There is a need to recruit Native people/professionals in a range of urban services such as education and child psychological services.

Equal treatment of Native professionals needed should be a guiding principle in the proposed strategy.

Objective #2

Define Urban

For the purposes of the proposed strategy, Urban refers to any city/town in which Native people reside whether on a permanent or temporary basis.

Objective #3

Elements of the Proposed Strategy

Elements or priciples of the Strategy should include:

- unity
- co-operation
- control by the Native community
- communication enhancement amongst Native groups
- accountability to each other as agencies and to the people we service: this also includes providing information about our services.
- training programs in board role and responsibilities for urban native people so services can be delivered effectively.
- use existing resources
- put pressure on the federal and municipal governments to participate.
- enforced housing standards by municipal and provincial leaders.
- affirmative action - an enforced system by way of legislation.
- job qualifications are going up and native people are excluded from getting jobs.

Objective #4

Identify which services/programs are included under the term, Family Services.

The group listed the following:

a) child welfare (including mandated Native services)
b) day care
c) income security
d) elderly/Native seniors

e) recreation

f) education

g) medical

h) employment

i) housing

j) family violence and abuse

k) corrections/probations

l) mental health

m) mental retardation

n) crisis centres for youth, women

o) hostels

p) M.M.F. and M.A.C.

q) homemakers

r) drug & alcohol services

Objective #5 and 6

Identify Gaps in Service Structure & Barriers to a "Strategy".

The group indentified the following gaps and barriers:

a) a total lack of mental health services in the Native community.

b) lack of child welfare services to the Metis community.

c) service to Native seniors is an absolute necessity.

d) services exist on paper but in reality they are not available to the Native community, e.g. mental retardation services, family dispute services.

e) lack of awareness of services and lack of access to services. In reviewing the Inventory, the group endorsed the idea of a

directory of government services. Names of program contact people should be included.

f) language barriers.

g) no assistance to Native people moving to urban centres.

h) nothing in place to deal with the issue of racism i.e. human rights commissions do not and probably can not meet the needs of urban Native people.

i) existing government services are culturally inappropriate.

j) lack of advocacy services for Urban Native people.

k) hiring policies and job qualifications exclude Native people; government's affirmative action program is not working properly.

l) existing Legal Aid program is seriously inadequate in respect to meeting the needs of Native people.

m) Native people in rural urban centres have no choice about service providers eg) legal aid lawyers

n) cut backs in government funding creates serious service gaps.

o) no guarantee of employment at the end of government training programs. eg) Core Area Initiative Training Programs

p) welfare programs hold people back because the regulations are not flexible.

Objective #7

Approaches to Overcoming Gaps and Barriers

1) Aboriginal groups must be assisted and encouraged in establishing our own services. eg) Michif Child and Family Services Agency

2) Legislation to legitimize Aboriginal services must be developed. eg)

Native Alcoholism Council has their own legislation. Child and family Services require their own legislation.

3) the Aboriginal community must have <u>total control</u> of its services.
eg) income security, child welfare, corrections, etc.

<u>Objective #8</u>

Mechanism for an Urban Native Strategy

That the Minister responsible for Native Affairs take immediate action toward the development of an Urban Native Strategy. The strategy will be developed by a Steering group made up of representatives of First Nations, Manitoba Metis Federation, Manitoba association of Community Councils, Manitoba Association of Friendship Centres, the Indigenious Womens Collective and Government representatives from Native Affairs. Other representation will be decided by the Steering Committee. The chairpersons is to be selected by the Steering Committee. However, the Interim chairperson is to be the Minister Responsible for Native Affairs.

That a preliminary report on the Strategy be completed in 6 months for Cabinet approval.

That copies of the final report be distributed to participants.

Family Services General Recommendations

Recommendation:

That government immediately support the development of new initiatives in family services such as Michif Child and Family Services Agency and that government commit to on going support of such development projects.

Recommendation:

There should be a direct funding relationship between N.A.C.M. and government for alcohol and Drug abuse programs, funds should not be administered nor controlled by AFM.

Recommendation:

There is a need to investigate the necessity for a fully mandated Native Child and Family Services Agency in Winnipeg. A task force should be immediately struck to consult and investigate the need for this agency. The members would be comprised of the various aboriginal agencies and groups and they would consult with the native community, native and other governments.

Recommendation:

Re: Vocational Rehab Services

In full consulation with Native groups, Government should work towards the development of services and programs to and for native handicapped people. Look at some of the recommendations that came out of the M.K.O. conference a couple of years ago. (See Charlie Wilburn of the Canadian Parapelegic Association)

Recommendation:

Re: Mental Health Services

A full consultation with Native groups, governments should work towards the development of service to and for native who require mental health and mental retardation services.

Recommendation:

Patient support services need to be developed in hospitals and senior homes. These services could be lodged in Friendship Centres or the Hospitals but controlled by a native organization. IE: Ma Mawi Wi Chi itata, Friendship Centres, etc.

Recommendation:

Concerns were expressed in the Family Services workshop to reinforce the need for the establishment of a Native Medical Clinic in Winnipeg immediately.

Recommendation:

The group acknowledges the need for a concentrated effort to address family violence and the various forms of abuse and for the involvement of all native groups in the direction and actual delivery of services.

Recommendation:

That the Court Communicator Program be moved to Friendship Centres throughout Manitoba. Government would still fund, but control would be in the Aboriginal community.

Thank You.

ECONOMIC DEVELOPMENT AND EMPLOYMENT WORKSHOP

FINAL REPORT

INTRODUCTION

As a means of introducing our group's final draft report to the general assembly, it was felt a statement about economic/employment development must be made. That is, economic development is not a stand alone activity. It is a means to an acceptable standard of living. If this is true, then economic/employment development requires the involvement of all support systems such as health, housing, education and social services.

With that said, we wish to provide you with a summary of our group's discussions, deliberations and finally our recommendations.

I SUMMARY OF ISSUES

The first step taken by our group was to summarize the issues which have been impediments to successful urban Native economic and employment development. These fell into several categories. These categories with examples of the issues are as follows:

1. Training Issues

   E.g. - Need for business/management training
   - Absence of a skilled Native labour pool.
   - Need for linkage of training/education with employment.

2. Education Issues

   E.g. - Need for improved Adult Education focusing on the development of basic skills, literacy levels.

3. Financial Issues

E.g. - Lack of access to capital.

-Lack of ongoing business resources and technical and advisory supports.

4. Organizational Issues

E.g. - No Native - controlled, ongoing planning body.

5. Social/Urbanization Issues

E.g - Unstable community/home settings.

6. Political Issues

E.g. - As well as mechanisms, successful Indian and Metis Urban Strategy requires the courage and commitment of governments and Native political organizations. (i.e be ready to take risks).

7. Other Issues

E.g. - Need for linkages with the private sector.

- Need comprehensive data base to enable program and strategy development.

A complete listing of the issues is available from the conference co-ordinator.

II PAPERS CONSIDERED BY GROUP

Three papers were presented to our group. The first was prepared by the Winnipeg Native Development Corporation and presented by Mr. Jack Brightnose. This paper recommended a specific strategy.

The strategy is comprised of three main components.

1) The preparation of a business and industrial development plan that promotes Indian employment and business opportunities in the urban environment.

2) To promote and develop financial investment and leverage financing systems.

3) The establishment of a holding company (MICO Developments or Manitoba Indian Companies) to manage company subsidiaries.

The second paper was prepared by the Indigenous Women's Collective of Manitoba and presented by Ms. Joyce Courchene.

This paper can be described as a community development model or process aimed at the grass roots. The process is designed to help identify potential opportunities at the local level, provide business planning assistance, including a market and research capacity and identify sources of financial and development assistance. It is an empowering model/process.

The third paper was prepared by the Native Employment Services of Winnipeg Inc. organization and presented by Ms. Marileen McCormick.

This paper proposed the establishment of an Aboriginal Social Planning Council to be:

- funded 100% by the 3 levels of government.
- be a permanant structure controlled by the urban aboriginal community.
- ongoing to meet the research and planning needs of the aboriginal urban community.

Some recommendation for consideration are:

1. Employment should be made a top priority in any strategy.
2. A comprehensive data base is required for program/policy design.
3. There should be an employment equity act at the provincial and municipal levels comparable to that of the federal government.
4. Any program development of employment services for urban aboriginal people should take place within established native agencies. This would upgrade and expand existing services rather than a duplication.

Further verbal recommendations of this organization are:

1. Native employment programming should be under the control of a native agency.
2. An economic/employment strategy must include a specific component for native women.
3. An economic/employment strategy must include a specific component for native youth.

III PROPOSED CONCEPT

The group feels strongly that a planning council or agency must be established which is supported by and acts on the behalf of all urban Native organizations in Winnipeg. This agency would promote and plan Native economic development in Winnipeg and would be a resource to other urban communities. Organizations working individually in the areas of economic development and employment have not been as successful as they had hoped and the underlying issues behind this lack of success still remain. Our group believes that a collective body which can focus specifically on the development of economic and employment strategies can be much more effective. However, the establishment of this body would have to be ratified and endorsed by existing organizations.

INITIAL ROLE OF PLANNING COUNCIL/AGENCY

1. Design a strategy for successful Native economic and employment development which includes input by all Urban Native organizations. This strategy could address some or all of the issues widely known as being impediments to successful development.

2. Establish comprehensive data base on Urban Native economic and employment conditions in Winnipeg.

3. The private sector, including successful Native entrepreneurs, must be involved in the development of the strategy.

This would require funding by government to enable the establishment of a small office to resource the above tasks.

LONG TERM ROLE OF PLANNING COUNCIL/AGENCY

Implement the economic and employment development strategy. The strategy should include:

1. Planning and delivering required training programs
2. Promoting and supporting the establishment of new or enhancement of existing businesses in strategic sectors.
3. Providing management supports to Native enterprises.
4. Involving the private sector in Native initiatives.
5. Enlisting the ongoing financial and program support of Governments.

STRUCTURE OF PLANNING COUNCIL AGENCY

The agency would have a board including successful Native business people and representatives of the Native organizations in Winnipeg. It's focus would be strictly an economic employment one; it would not be political.

CONCLUSION

The development and implementation of a successful economic and employment development strategy cannot occur at a 3 day conference. It is essential that the Government make a financial and moral commitment to ensure that this process continues and leads to

significantly improved economic and employment conditions for urban Native people. The concept we propose could provide the basis for this process.

RECOMMENDATIONS

1. The government commit to a continuation of the process to develop our urban Native economic and employment strategy.

2. A working committee on economic and employment development be establish, comprised of representatives of Native organizations and Native business people, to lead to the development of the planning council. The working commitee should be fully resourced by the government.

3. That government commit to ongoing discussion and negotiations with the working committee in support of the strategy development process.

APPENDIX

A. Training Issues / Impediments

1. Business / Management training required
2. Limited access to meaningful job experience
3. Absence of skilled labour pool
4. Linkage of training / education with employment
5. Basic lifeskills upgrading required
6. Poor fit between training programs and participants / slotting of Natives into limited areas
7. Program regulations, guidelines restrictive

B. Educational Issues

1. Low educational attainment / inadequate education
2. Narrow slotting of Natives into certain fields
3. Improved adult education focussing on basic skills, literacy levels

C. Financial Issues

1. Absence of capital
2. Lack of ongoing business resources, technical and advisory supports
3. Native control of capital to ensure distribution to Native-run enterprises
4. Existing venture capital programming not meeting Native requirements
5. Set-aside contracts not available
6. Difference between risk and marginal capital not recognized

D. Organizational Issues

1. No Native-controlled ongoing planning body
2. Management support systems required such as:
   - project management support
   - business administration support
   - financing / grants
   - education support
3. Native-directed delivery agencies required
4. Strong management, control and administration mechanisms required
5. Native control of programs
6. Transfer of policy, program authority from Government to Native agencies required

E. Social / Urbanization Issues

1. Urbanization / social issues
2. Unstable community / home setting
3. Lack of drive to be rich and independent
4. Cross-cultural differences
5. Discrimination
6. Belief in self

F. Political Issues

Development and implimentation of an urban strategy requires courage and commitment (ie. be prepared to take risks)

G. Other Issues

1. Inflexible programs
2. Need for linkages with private sectors, Chambers of Commerce
3. Need for linkages with municipal governments
4. Need comprehensive data base to enable program and strategy development
5. Need to educate private sector about Native needs and abilties
6. Empowerment of Native communities required, with a particular emphasis on Native women

Report on the Health Workshop

PREAMBLE

- Aboriginal rights have to be acknowledged, recognized and honored as the primary consideration in developing a strategy that is designed to address the issues and concerns of the aboriginal peoples in Manitoba's urban centres. These rights are based on long standing historical relationships between the governments and Canada's aboriginal peoples - Indian, Metis and Inuit. The "existing" aboriginal rights are now recognized and affirmed in the Canada Act, 1982 (Section 35) and also are mentioned in the Canadian Charter of Rights and Freedoms under Section 25.

- In developing an Indian and Metis Urban Strategy in the area of Health Services, it is essential to adopt a holistic approach as health consists of several dimensions: Physical, Mental, Social/Economic and Spiritual. In fact, health is inextricably linked to all the other areas discussed at this workshop (ie: Culture and Leadership; Family Services; Housing/Sports and Recreation; Education and Training; Economic Development and Employment). It is known that health status improves as the income, living standards and education levels rise.

- We regard economic poverty as a major factor impacting on the current problems of poor health plaguing Manitoba's urban native peoples. Political and Social poverty, a poverty of power, underlies the root causes of poor health.

PRIMARY PRINCIPLES

The primary principle of policy and program development is aboriginal self government.

To this end, the role of government is to ensure the full and active participation of aboriginal people at every level of decision making processes. For example, in the Health area, aboriginal people would be meaningfully represented in policy/program development, implementation, in the political process and in service delivery.

GUIDING PRINCIPLES:

Unique Cultural and Historical Identities must be recognized and supported

It is essential to recognize and support the unique identify of the Indian and Metis peoples. Programs must support a sense of pride and respect in one's identify and self-worth, and value in one's cultural traditions. Maintenance of one's original language is an important component of this principle.

Flexibility and Recognition of Regional Differences

Flexibility in the implementation of an Urban Indian and Metis Strategy, or any specific programs established as a result of the

strategy is critical in order to accomodate regional differences. These differences may be social, economic, spiritual or cultural. Flexibility is essential also to generate the cooperation and coordination necessary among the different mandated organizations and departments involved in the strategy. Health, Education, Economic Development, Housing and other organization must work together for the overall health and well being of the community.

Community based differences must be incorporated through implementation of community based programs

Communities differ in their economic, spiritual, educational and social development. Furthermore, the community leadership and citizenry differ in their willingness, interest and ability to control and implement programs. These community differences can be recognized and respected through the principle of community based program development and implementation. Combined with the principle of program flexibility, local differences can be respected.

Historical and Legal relationships are a reality and must be respected in the implementation of the Indian and Metis Urban Strategy

Providers of programs must be held accountable for the outcomes of their programs

Accountability in the provision of services is essential. This

accountability includes fiscal responsibility but extends primarily to outcome measurements. The results of the program must be identified and measured. The method of achieving the results is the responsibility of the service providers and the member constituents whom they serve.

Hospitals must be reflective of regional distinctions

Some urban hospitals should be changed to regional hospitals. As a result, the composition of hospital boards must change to include representation from the population served. Training should be available and accessible to Native people to enable this to happen.

Culturally and Linguistically appropriate Alcohol and Substance Abuse Services must be readily accessible across the province.

Native treatment and prevention centres should be established in other urban centres.

The demonstrated need for culturally/linguistically appropriate Alcohol and Drug Abuse programming is well supported throughout our community, and it is further recognized by associate agencies that this service must be expanded upon to include all urban and rural areas of the Province. Further, it is widely recognized that there is a definite need to house this program in a setting that is easily accessible and within a environment that is non threatening.

Recommendation:

Therefore; we recommend that Alcohol and Drug Abuse Programs be immediately expanded upon. e.g. the Friendship Centres as locations where this service could be made available.

Cultural and traditional values and practices must be acknowledged, recognized and incorporated as vital components of health services to aboriginal people

The value of traditional aboriginal healing practices has been demonstrated in other jurisdictions and should be offered as an option within the health system. i.e. as an insured service to be introduced, in the short term, in facilities with a high percentage of native clients.

The suggested Winnipeg Native Walk In Clinic and Northern regional hospital may include this as a budget item.

Commitment to Full and Open participation of aboriginal people in Strategy development and implementation must take place

If the initiatives envisioned are going to be useful and meaningful, a partnership process must be in place.

In recognition of this, concrete resources must immediately be put in place to allow this to happen.

Even though the resourcing of services might in the final analysis come primarily from governments, the means to arrive at the desired outcome must have full participation from all parties and all parties must have access to all available information to allow for knowledgeable and appropriate decisions.

Support and Development of existing organizations as well as the development of joint ventures and the development of unique structures is necessary

There is a recognition that many organizations currently exist to serve the general population. If these organizations currently meet the needs of the aboriginal peoples there should be recognition and support for their continuance. If current organizations do not meet the needs of aboriginal people but were established on that premise, then this fact should be acknowledged. If the organization is prepared to be meaningfully involved with the aboriginal people in changing and developing to meet the needs and this can be done on a joint venture basis, this should be encouraged. It is, however, recognized that in some instances separate, unique, aboriginal services and structures need to be developed. This also must receive strong support.

SPECIFIC SHORT TERM SERVICE NEEDS

Though prevention and intervention strategies have to be developed as the long term goal, there are several emergent needs that require

immediate attention. Existing programs focus on the requirements of the overall population. Existing programs have to be modified or new programs developed to reflect the unique needs of urban natives. That is, programs have to incorporate the traditional and cultural values of the group to be served.

Specific health areas to be addressed are:

- AIDS education
- Family Violence Services
- Substance Abuse and Treatment Programs
- S.T.D. Treatment Programs
- Single Parent Family Services
- Interpreter Services to be provided in all urban hospitals

Other health and health related areas that require immediate action are:

- Native Health Centres
- Geriatric Care Centres
- Personal Care Homes

Recommendation:

It is recommended that Pilot Programs be designed and implemented in Winnipeg and their appropriateness and effectiveness assessed prior to expansion to other urban centres. The Winnipeg model could then be modified to address community specific needs and requirements.

Education and Training

Two significant problem areas must be addressed. Programs and opportunities must be developed to encourage individuals to complete high school. As well, there is a requirement for education programs to bridge the existing gap between high school and the requirements for health related post secondary programs. Mobility within the workforce must be guaranteed through continuing development of programs leading to certification. Strategies for the increased participation of aboriginal peoples in professional education programs must be developed.

Example Model

Walk In Health Unit - Winnipeg

Physical and emotional health issues of the native population have been researched and documented. There has not been a lot of research done on the spiritual aspects of Medical Services. The medical facilities that are now providing these services are being pressured to a point where it is becoming increasingly difficult (if not impossible) for them to respond. In particular, the large number of native people in the North End versus the supply of services is further complicated by the lack of "professional native" staff that could communicate with a good number of clients that are illiterate or not capable of communicating in the language being used at these facilities. As a result, another facility is welcomed by the two major service providers in the area and in fact have agreed that they would support such an initiative.

In an attempt to assist in this work, there has been some preliminary work done, that could be used as a first step.

A Walk In Clinic called "Ke-Ki-Mien-Whi Health Centre" has been incorporated and has enough equipment and an available facility to start up the operation. It is our recommendation that this Walk In Clinic be resourced as soon as possible, to enable native people to participate and share in the responsibility for these much needed services.

Our major recommendation is to immediately establish an ongoing consultation process that would incorporate native participation at all possible levels in the decision making process. Government commitment is expected. Resources must be made available to the consultation process.

Our proposed model follows:

- The benefit of the workshop can only be developed and ensured if structures are established to commit organizations (governmental and nongovernmental) to the discussion, development and implementation of needed services.

- Although a variety of models can be proposed, the one suggested has met with previous success.

- The model needs a forum comprised of senior members of at least

four major bodies to act as a steering, directing and decision making body.

- It is recommended that this body have representation from:
- First Nations as represented by the A.M.C.
- The Metis people represented by the M.M.F.
- The Federal government (representative to be named)
- The Provincial government represented by the Department of Northern Affairs

- Because of the large and growing Native population in Winnipeg, it is seen as appropriate to have a representative from Winnipeg City Council as an initial member of the Steering Group if it is determined that the significant priorization for development will occur in Winnipeg.

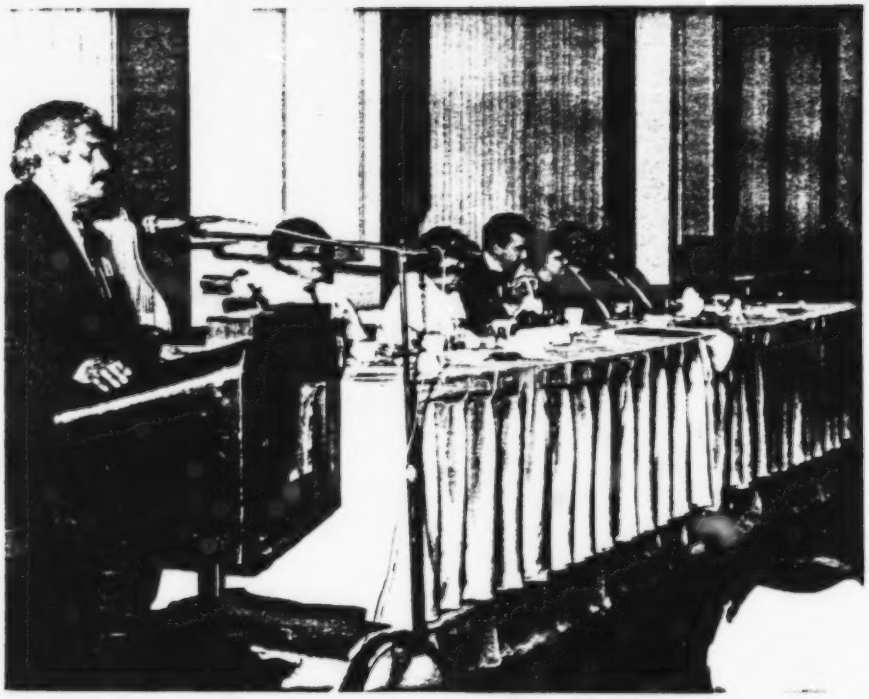
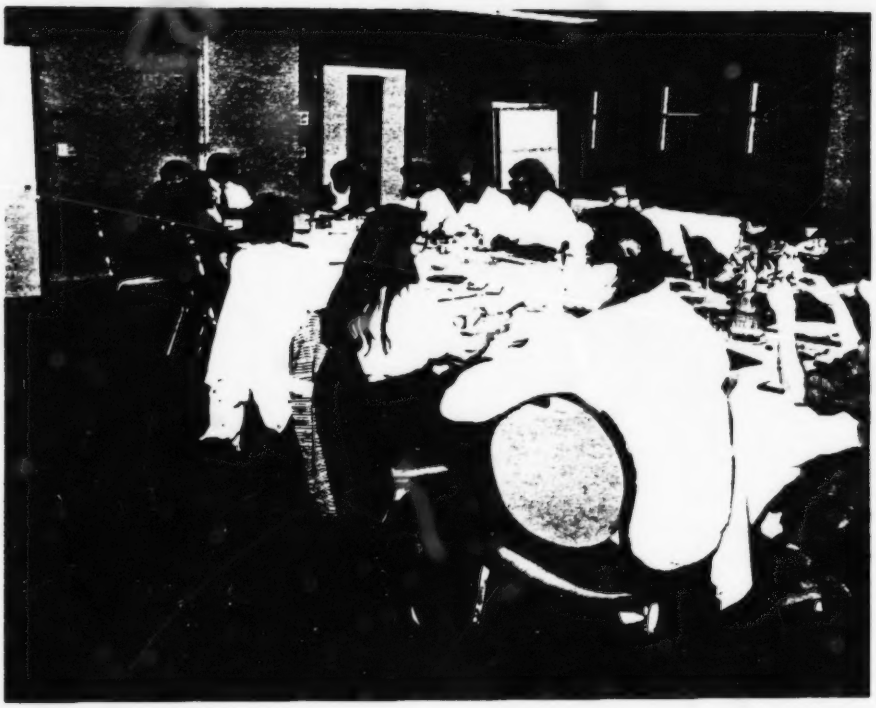
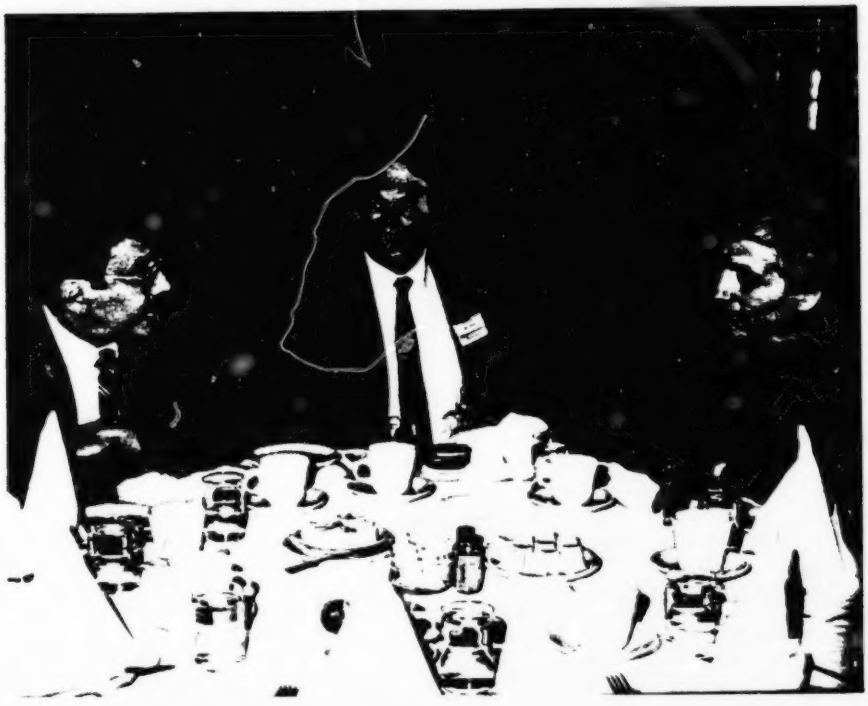
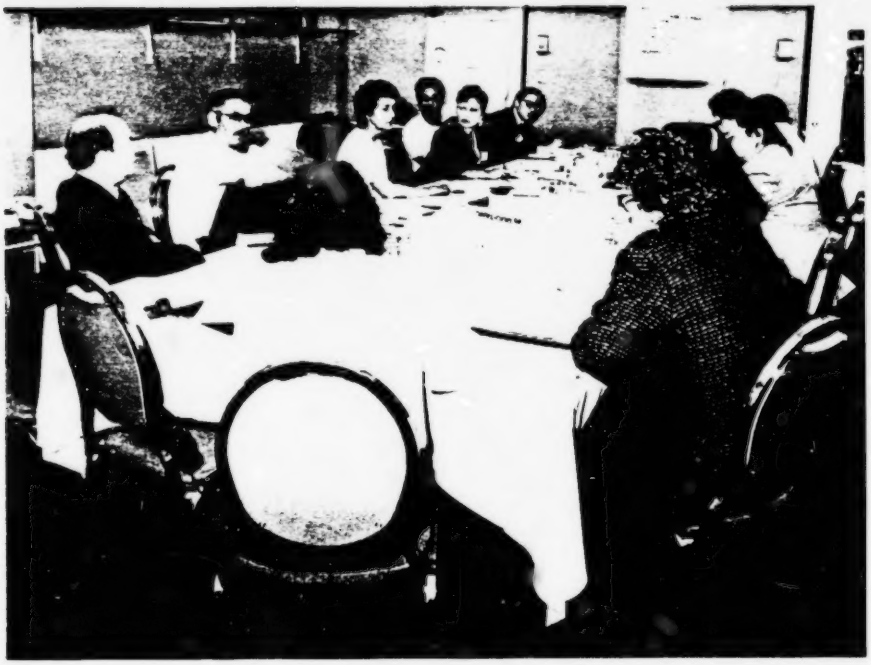
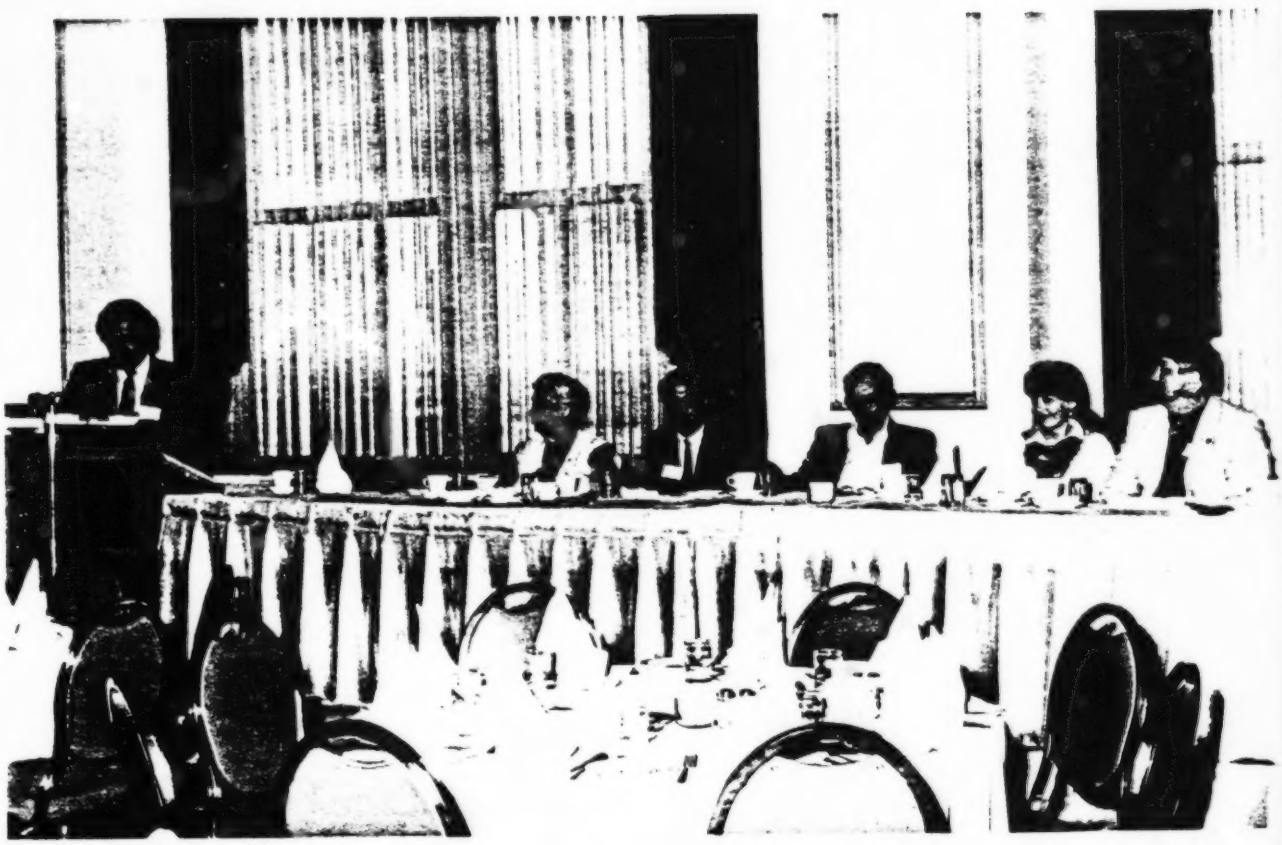
- The Provincial Government (Department of Northern Affairs) should be designated as the lead organization to call the first meeting of the umbrella group and this should happen to ensure a meeting no later than September 30, 1989.

- The umbrella group is expected to complete an action plan by the end of 1989.

- At the initial meeting of the umbrella group there should be discussion on:
  - the validity of the membership of the group

- the process to be followed by the groups to ensure necessary and appropriate constituent participation.
- an initial consideration of the areas to be priorized for further work (immediate, short term, long term)
- the confirmation of resources to allow the process to continue
- the rules the group will follow for it's own governance

- With agreement on the priorized areas for development, technical working groups, reflecting the membership of the umbrella group and consisting of a minimum of four and a maximum of ten people, be charged with a time framed task of developing proposals and strategies for consideration by the umbrella group.

WORKSHOP PHOTOS

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